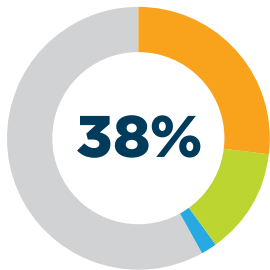
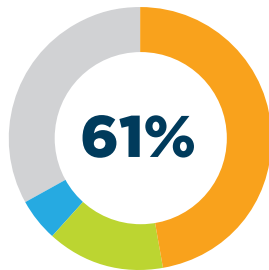


McGuireWoods Bring Your BEST

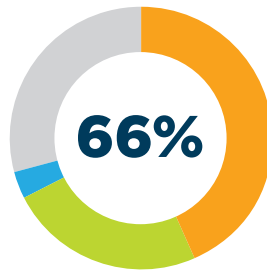
diversity & inclusion



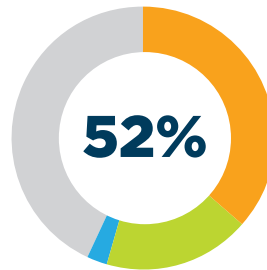
DIVERSE PARTNERS



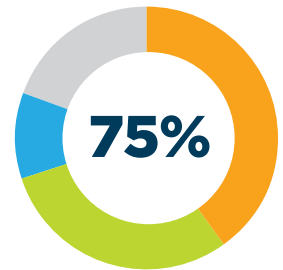
DIVERSE PARTNER PROMOTIONS



DIVERSE ASSOCIATES



DIVERSE TOTAL LAWYERS



DIVERSE LAW STUDENTS

● WOMEN ● OF COLOR ● LGBTQ+

At McGuireWoods, we continue to build an inclusive culture that supports and celebrates the diverse voices of our employees. We recruit talented and passionate law students into our summer associate program who share our commitment and wish to contribute to a more inclusive legal industry.

Once again, McGuireWoods has achieved Mansfield Certification Plus status after completing a 12-month certification program, from July 2022 to June 2023, thereby fulfilling a commitment to increase firmwide inclusivity and diversity in leadership.



Mansfield Rule
Certified Plus 2023
Powered by DIVERSITY.LAB



Chambers Diversity & Inclusion Awards: North America, 2022

McGuireWoods was a finalist in five categories in Chambers and Partners' Diversity & Inclusion Awards: North America 2022 and was the only law firm to be recognized in each of the three Outstanding Firm categories: Diversity and Inclusion, Pro Bono and Veterans Advancement. Partner Ava Lias-Booker was selected as a finalist for Diversity & Inclusion Lawyer of the Year, and counsel Stefan Dann was named a finalist for Pro Bono Lawyer of the Year.

McGuireWoods' Diverse Associates Leadership Program was designed to equip top-performing associates of color and LGBTQ+ associates with the tools and leadership skills deemed essential to their development and advancement into the partnership ranks of the firm.



McGuireWoods' Women's Leadership Development Forum - a two-day formal training program under the umbrella of the firm's Women Lawyers Network. Geared toward senior women associates, the program develops leadership skills that help with the transition to partner and other senior roles inside and outside the firm.

McGuireWoods' Black Professionals in Private Equity & Finance initiative brings together professionals from across the financial services sector to network, share ideas and promote change in the industry. BPE features panel discussions and roundtables with leaders in the financial services sector and an online series highlighting trailblazers and rising stars.



OUR INCLUSIVE COMMUNITY

McGuireWoods has a history of hiring, developing, promoting and retaining lawyers of color, women and LGBTQ lawyers, and veterans. Continually establishing new initiatives and enhancing existing efforts, we focus on meaningful support for our diverse lawyers in their careers. The firm's lawyer networks are an example of how we support our attorneys in building communities within the firm.



LEADING THE WAY

Two very active groups are charged with focusing on diversity and inclusion: the Diversity & Inclusion Committee and the Diversity Action Council.

Established in 2006, the Diversity & Inclusion Committee — chaired by Atlanta partner Ken Neighbors — focuses on identifying, attracting, and retaining diverse talent. The D&I Committee also helps incorporate inclusiveness in our professional development, supports retention through lawyer networks, strengthens our marketing and business development opportunities, mentors diverse lawyers, and ensures the firm is well represented at elite events and conferences.

Our Diversity Action Council, led by Managing Partner J. Tracy Walker IV, is the second leadership committee dedicated to advancing the firm's strategic D&I goals. Formed in 2013, the DAC holds firm leadership accountable for promotion and development of our diverse attorneys by ensuring all firm resources are effectively deployed to further their careers. Every month, DAC members get together for a rigorous assessment of each department's progress in advancing the firm's diversity goals.

Such engagement and accountability, buttressed by tailored programs and training, has resulted in steady progress.

QUESTIONS:

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